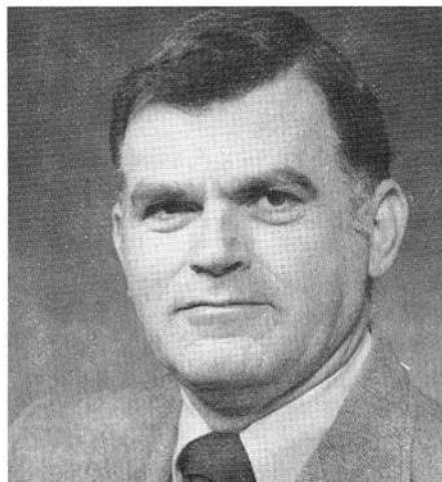


## Case to retire; Fee named Y-12 Plant manager



Jack M. Case



Gordon G. Fee

The retirement of Jack M. Case as manager of the Y-12 Plant has been announced by Paul R. Vanstrum, senior vice president of the Nuclear Division. Case will be succeeded by Gordon G. Fee.

Case will retire at the end of January 1982 after more than 37 years of service at Y-12.

"Jack Case has made many important and continuing contributions to Union Carbide Corporation," Vanstrum stated. "His leaving will be felt throughout the organization."

Case, a native of East Alton, Ill., came to Oak Ridge in 1944. During his career at the Y-12 Plant he has served in such capacities as craft foreman, general foreman, general foreman for shops, maintenance department superintendent, maintenance division head and mechanical operations superintendent. In 1962 he was named assistant superintendent of the Y-12 Plant. In 1967 his responsibilities were further increased, and he was named deputy plant superintendent. He became Y-12 Plant Manager in January 1969.

Case is a member of the American Society of Tool and Manufacturing Engineers and is a charter member of the Northeast Section of the American Welding Society.

Case, who has three children, lives at 102 Wedgewood Road, Oak Ridge.

### Recent positions

Fee became head of the product engineering and scheduling division at Y-12 in 1980. Most recently he has served as manager of business and technical activities with responsibility for product engineering and scheduling, development, technical services, capital projects management and finance and materials.

A native of Sayre, Pa., Fee received his bachelor's degree in physics from Pennsylvania State University and his master's degree in nuclear engineering from the University of Tennessee. He is a graduate of the

Harvard Business School's three-month program for management development.

He began his career with Union Carbide in 1956 at ORGDP. In 1962 he joined Union Carbide's Parma Research Laboratories in Ohio where he was an engineering group leader for the corporation's fuel cell program. From 1969 to 1971 he served as a marketing manager of Union Carbide's environmental instruments department at White Plains, N.Y.

### Returned to Oak Ridge

Fee returned to Oak Ridge in 1971 to work on the gas centrifuge development program. Two years later he was named manager of the light water reactor safety program at ORNL. In 1974 he became director of what is now the Engineering Technology Division at the Laboratory. From 1977 until 1980 he was general manager of the Operating Contractors Project Office for the Portsmouth Gas Centrifuge Enrichment Plant.

He is a member of the American Nuclear Society, Society of Manufacturing Engineers and serves on the executive board of WATtec.

Fee and his wife, the former Miriam Olander, have two grown children. They live at 1064 West Outer Drive, Oak Ridge.

## Corporate world of Union Carbide

A TECHNICAL COLLEGE that Union Carbide Corporation has completed in Zimbabwe was donated to the Zimbabwean government at a dedication ceremony December 4.

The \$4.5-million facility in the Municipality of Que Que was designed for an enrollment of 240 students annually. The self-contained college consists of classrooms, an administration block, workshops for mechanical, motor vehicle and electrical trades, a laboratory and a 120-bed dormitory.

J. Clayton Stephenson, senior vice president of Union Carbide, said that "the need for technical training of Zimbabweans has been greatly emphasized by the loss of technical skills through emigration. And the Government of Zimbabwe is devoting much attention to the extension and improvement of technical vocational education."

The agreement to build the college was signed in Que Que on April 18, 1980 — the day that Zimbabwe cele-

brated its independence — and construction began shortly thereafter. Architects for the project were Cathcart and Fothergill.

The mining and smelting of chrome ore is the major business of Zimbabwe of Union Carbide's subsidiary company, Union Carbide Zimbabwe Limited.

A \$3 MILLION EXPANSION of a cryogenic tank factory at Theodore, Ala., near Mobile, has been announced by Union Carbide Corporation.

The tank facility opened in 1977 and is the largest of its type in the world. When completed next year, the expansion will increase tank fabrication capacity by almost 50 percent.

Cryogenic storage tanks made in Theodore are double-walled, vacuum-insulated vessels for storage of liquefied industrial gases such as oxygen, nitrogen, argon, hydrogen and helium at temperatures as low as minus 450 degrees F.

### PIA interest increases for '82

The effective annual interest rate for the calendar year 1982 will be increased to 11.0%. This rate will apply to ALL money in the Fixed Income Fund, not just to money added during the year.

The rate for 1981 has been 9.75%.

If you wish to make any changes in your Savings Plan designation, or have questions concerning the Plan, see your Benefit Plans representative.

## IRA's to be available in April through easy payroll deductions

Beginning April 1, Union Carbide employees may authorize payroll deductions for an Individual Retirement Account (IRA) of their choosing. IRA's are available through banks, insurance companies, stock brokers, credit unions and other financial institutions offering a wide variety of investment opportunities which are not usually available in company-sponsored plans. Representatives of these institutions can provide detailed information about their services.

Technical requirements of IRA's do not permit their use in the UCC Savings Plan in its present form. There-

fore, payroll deductions are being made available so employees can, if they wish, take advantage of the tax deferral opportunity made possible by the Economic Recovery Act, which became effective January 1. An employee who sets up an IRA may continue to participate in the Savings Plan as before.

Additional information on IRA's will be distributed during January. Instructions and authorization forms will be available in February. In the meantime, employees who are interested in opening an IRA may wish to talk with representatives of an institution of their own choosing.

### In this issue...

A new feature begins in this issue of the *Nuclear Division News*, providing information about activities and plans of the Union Carbide Retirees' Association. The column will solicit news from all retirees, wherever they may live. See pages 4 and 5.

#### Other features:

Donnelly appointment	page 3
Question Box	page 5
Christmas parties	page 6
Retirements	page 7
Year-round tax-paying	page 8



# Employees discuss affirmative action involvement, progress

To commemorate the recent tenth anniversary of the Nuclear Division's affirmative action program (*Nuclear Division News*, Dec. 3, 1981), several employees talked about their involvement in the program, improvements that have been made as a result of it and their hopes for the future of the program.

**Jeanne C. Auxier**, who serves as affirmative action (AA) representative for the ORNL Information Division, said her role is to "assist in developing, implementing, monitoring and reporting on the status of the program in my division. I have been involved in monitoring goal status, communicating AA policy and analyzing job family groupings to ensure that no promotional inequities exist," she explained.

## AA training course

Auxier said that she has noticed changes as a result of the program, particularly that women and minorities are now considered as a matter of course for supervisory and/or managerial jobs. "For example, in our division, two of our four section heads are women," she added.

"I was particularly pleased to help develop and implement a training course for AA reps this year," Auxier said. "My future plans include helping to implement the division's job listing system as a method of upward mobility for division personnel, with spe-

cial emphasis on women, minorities and handicapped employees."

**Deborah S. Barnes**, the Information Division's alternate representative, has been involved in the AA program for just under a year and said she hopes to ensure that she is visible and accessible to the people she serves.

"Although I have been involved in the program for only a short time, I hope to do my part to see that our division AA goals are met, not just because this is the law, but because it is the right thing to do," Barnes explained.

**Joyce Ferguson**, technical assistant in the Technical Services Division, has been an affirmative action representative at ORGDP "since Day One." She now serves in an AA coordinating role for the various components of the Enrichment Technology organization.

## Coordinating role

"My main role has been to help keep communication going between the managers who are responsible for implementing the program and the employees who are affected by it. To help employees understand the program, our divisions have used literature and small group meetings. But, by far, the most effective mechanism for achieving AA objectives has been the one-to-one discussions with employees," Ferguson said.

When asked about changes in the program over the years, Ferguson said: "Perhaps the most important change I've seen is a basic change in attitudes. Many more of our people now believe that essentially any job can be filled and done well by a qualified minority or woman employee."

Ferguson said that, during the coming year, her organization will continue its emphasis on career planning and upward mobility.

## Liaison role

"I view my role of affirmative action representative as that of a liaison between management and the employee," explained **Wallace Burnett** of Paducah's Technical Services Division. "One method of accomplishing this is by keeping division management aware of personnel selection within a job category, as well as assisting division employees with employment opportunities. I try to increase management awareness of AA by submitting articles on related subjects, and I also wrote letters to all division personnel informing them of my appointment and explaining my role as AA rep."

"It became a rewarding experience," Burnett said, "when employees began to discuss complaints with me and I was able to direct them to proper channels for solving their problems or to help management understand and correct problems. My role as AA rep is challenging, but accomplishments are directly dependent on the support of management," he added.

## Most important change

His role as an affirmative action representative at Y-12, according to **Dave Jennings**, Maintenance Division, is that of advisor, assistant, counselor and monitor. In the early days of the program, he pointed out, minority employees were asked to recommend others for employment. This produced positive results, adding many qualified minority

employees to the payroll in many job categories.

The most important change resulting from the program, according to Jennings, is the acceptance of minorities and women into jobs where none existed before. "The division now has affirmative action candidates and women in most skilled classifications: women electricians, minority male and women supervisors, black general foremen, black planners, and both minority and women engineers. Another important change is an awareness on the part of our people that qualified minorities must have an equal opportunity to compete in the job market," he added.

As for the future, Jennings sees progress as in prior years; but to ensure that his division continues to be responsive to its minority and women employees, personal interviews are planned with at least 25 percent of these employees during 1982.



**Dave Jennings, Y-12 Maintenance Division**



**Joyce Ferguson, right, reviews affirmative action goals with Cynthia Daugherty, another AA representative in Enrichment Technology.**

## Savings Plan-Personal Investment Account

	Fixed Income Fund	UCC Stock	Equity Investment Fund
December 76	13.0553	59.2723	8.8166
December 77	14.2017	40.9096	8.0427
August 81	19.6510	54.9160	12.2008
September 81	19.8058	48.3865	11.8043
October 81	19.9596	47.9908	12.2710
November 81	20.1151	48.0180	12.6966

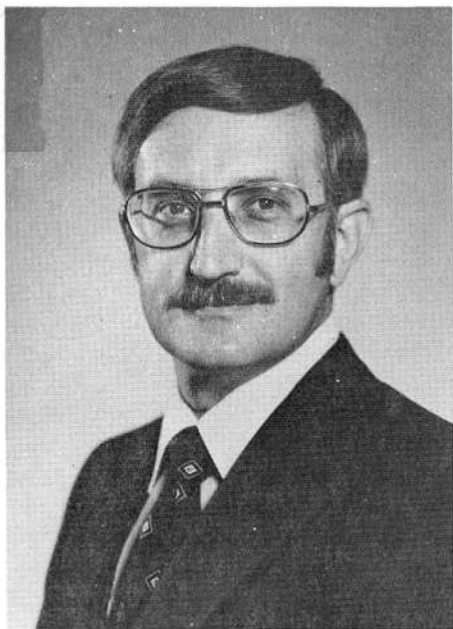
Note: Fixed Income Fund unit values reflect interest additions to achieve the guaranteed effective annual interest rate of 9.75% for 1981. Union Carbide stock values are the average cost of stock purchased during the month. Equity Investment Fund unit values represent the month-end market value of securities held by the Fund. The price of each unit is determined by dividing the total value of the securities by the number of units in the Fund.



**Jeanne C. Auxier, seated, and Deborah S. Barnes discuss affirmative action plans for the ORNL Information Division.**



# Donnelly named to enrichment technology



Ralph G. Donnelly

Ralph G. Donnelly has been appointed to the new position of Process Support manager in the Enrichment Technology organization at ORGDP. He will be responsible for all gaseous diffusion technology support and site technical services at the plant. Included will be the Technical Services Division, and the Barrier Technology, Materials and Chemistry Technology, and Systems and Equipment Technology organizations.

Donnelly is a native of Cleveland, Ohio. He received his BS degree in metallurgical engineering from Case Institute of Technology and has done graduate study at the University of Tennessee.

In 1959, Donnelly joined the Metals and Ceramics Division at ORNL. He held several group leader and program management positions,

and has served as head of the fuels and processes section since 1976. In addition, he chaired ORNL's General Energy Conservation (Policy) Committee from 1978 to 1981.

Donnelly was one of the co-winners of an IR-100 (*Industrial Research and Development* magazine) award in 1979 and a National Aeronautics and Space Administration Public Service Group Achievement Award in 1974.

A Fellow of the American Society for Metals, Donnelly also is past-chairman of the Oak Ridge chapter, American Welding Society. He currently serves as first vice president of the local Energy Conservation Society.

Donnelly and his wife, Peggy, live at 111 Normandy Road, Oak Ridge. They have two daughters.

## Preventing fires

No home is immune to fire, but the best way to prevent fire from becoming a tragedy is to be prepared. Home fire drills are an excellent way to ensure that all members of your family — even young children — react correctly and almost automatically in the event of a fire in your home. Make sure your family knows basic fire safety procedure, such as:

(1) Never open a door if it feels hot to the touch.

(2) Know in advance the fastest route out of a sleeping area, as well as a good alternate route.

(3) Plan a central meeting point outside for a head count to make sure everyone is safe.

(4) **Never** go back into a burning building. It takes only seconds to be overcome by smoke or fumes.

## Save Energy / Share The Ride

### Y-12

CAR POOL MEMBER NEEDED from Bi-Lo store on John Sevier Highway, South Knoxville, to East, North or Biology Portal, 7:45-4:15 or 8-4:30 shift. Melissa Johnson, plant phone 4-0992; home phone 573-4057.

VAN POOL MEMBER NEEDED from Maryville to Y-12. Joel Horton, plant phone 4-3121; home phone 983-9160.

VAN POOL RIDERS WANTED from Karns to East and Central Portals, 8-4:30. Ray Pollard, home phone Knoxville 947-6951.

JOIN CAR or VAN POOL from Sunflower Apartments, near I-40 and Papermill Road, to Biology Portal, 7:30-4 shift. Carlos Ricci, home phone Knoxville 584-0513.

RIDE from Jefferson Avenue, Oak Ridge, to North or Biology Portal, 8-4:30 shift. Laura Riester, plant phone 4-1211; home phone Oak Ridge 482-5689.

### ORNL

RIDE NEEDED from Oak Ridge Highway between Karns and Solway to East Portal, 8:15-4:45. Peterson, plant phone 4-4483; home phone 690-3989.

VAN POOL RIDER NEEDED from West Knoxville area (Bearden through Farragut) to main portals, 8-4:30. Dean Treadway, plant phone 4-6580; home phone 584-4879.

WILL JOIN or FORM CAR POOL from Farragut area to any portal, 8-4:30. C. W. Martin, plant phone 4-6937; home phone 966-1917.

VAN POOL RIDER NEEDED from Maryville, Friendsville or Lenoir City. Joel Horton, plant phone 4-3121; home phone 983-9160.

## ORNL secretary, Jo Brown, dies

L. Jo Brown, a secretary in the ORNL Industrial Safety and Applied Health Physics Division, died December 12 at Fort Sanders Presbyterian Hospital in Knoxville.

Miss Brown, who lived at 6020 Fountain Road, Knoxville, had 37 years of company service. She was a member of Central Baptist Church, Fountain City.

Survivors include her brother, Reid Brown, of Signal Mountain; and sister, Natalie Chesnutt, of Murfreesboro.

Services were conducted at Gentry-Griffey Chapel, Knoxville.



Miss Brown

## Esco Collins, Research Services, dies



Mr. Collins

Troy Escoe Collins Jr., a 20-year Union Carbide veteran, died December 16 in Oak Ridge. A native of Sweetwater, Mr. Collins lived at Route 1, Kodak. He worked in Y-12's Special Services.

Survivors include his wife, Helen Cate Collins; son, Troy L.; and daughter, Teresa L. Collins; mother, Katherine M. Griffith; sister, Lee Porter; and father, Troy E. Collins Sr.

Funeral services were held at the Stevens Chapel, Knoxville, with burial in Greenwood Cemetery.

## Gail Culton, secretary in Engineering, dies



Mrs. Culton

Gail A. Culton, a secretary in the Engineering Organization at ORNL, died Sunday, December 27, at a Knoxville hospital.

Mrs. Culton, a 16-year Carbide employee, lived at Route 3, Box 130, Kingston.

Survivors include her husband, Robert B., a Y-12 employee; son, Bradley A.; daughter, Molly, all of Kingston; mother, Mary Albright; and four sisters, Pat Mitchell, Marilyn Kesterson, Bonnie Cooper and Jonnie Beets.

Services were conducted December 30 in the chapel of Kyker

Funeral Home in Kingston. Burial was in Anderson Memorial Gardens.

UNION  
CARBIDE

## Nuclear Division News

Published every other week  
for employees such as:

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NUCLEAR DIVISION  
Post Office Box Y  
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### EDITOR (Y-12)

James A. Young, 574-1643

### ASSOCIATE EDITOR (ORNL)

Cindy Ross Lundy, 574-4163

### ORGDP

Ruby A. Miller, 574-8092

### PADUCAH

Darlene M. Mazzone, Bell 208



Nancy M. Jones, Y-12 Engineering Division.



INTERNATIONAL ASSOCIATION  
OF BUSINESS COMMUNICATORS



# Union Carbide Retirees Association

UCRA

P.O. Box 3501  
Oak Ridge, TN 37830

P.O. Box 238  
Paducah, KY 42001

576-1786

HAPPY NEW YEAR to all Carbiders, wherever you are. To you Carbide retirees, our New Year starts with the great news that, beginning with this issue, we will have a column in the first *Nuclear Division News* issue of each month. For all of you who may not have known about our planned activities, just remember you will see all the information here. Al Burris will serve as news editor and Warner Taylor as associate editor.

## Organization

January 1, 1982, marks the third anniversary of the Union Carbide Retirees Association (UCRA). The purpose of the club, as stated then, still remains:

"To provide the opportunity for Carbide retirees to work together to develop new friendships and revive old ones; to have Carbide retirees share the responsibility for the club's formation, activities and growth; and as a club, to sponsor reunions for all Carbide retirees at least twice a year. Also, our goal is to provide social, recreational and fellowship relationships among retired employees, their spouses, widows and widowers. Activities of the Association are to be on a self-supporting basis."

The club was begun by representatives from the four Nuclear Division facilities at Oak Ridge and Paducah. The UCRA officers and board members are:

Virginia Donahoe ..... *President*  
John Clark  
(Paducah) ..... *Vice President*  
Marge Walker ..... *Secretary*  
Marv Schwenn ..... *Treasurer*  
Justin Aylor ..... Ray Hill  
Ken Bahler ..... Don Matlock  
Al Burris ..... Sarah McIntyre  
Al Bissell ..... Larry Studinger  
Martin Gardner

## Membership

We had more than 400 members within two weeks after the membership application form first appeared in *Nuclear Division News*. By the end of our first year, we had approximately 800 members. Membership increased in each succeeding year, and nearly 300 have already renewed their memberships for 1982. We hope to reach 1500 members this year.

To clarify a misunderstanding, the spouse of a retiree can be a UCRA

member even if the spouse is still working. Also, it is not necessary to be a member to attend reunions or to participate in any other activity sponsored by UCRA.

## Reunions

As promised, two reunions were held during our first year, plus a "get-acquainted" reception early in the year and a Christmas party at the end of the year. We have had two reunions during each of our three years, and we attempted to add something new for each. At our last reunion, 10 prizes were provided by the K-25 Credit Union.

Our 1982 reunions will be held on Fridays, June 4 and September 24, at the Clark Center Park. The Y-12 Credit Union will provide prizes for the first of these two reunions.

## Travel

When the Association was begun, more people showed interest in travel than in any other category. Marge Walker has coordinated travel plans, including the first trip, the 1980 Thanksgiving visit to New Orleans. It was so popular that, on our return, we decided to plan our own trip. Bill and Betsy Forte suggested that we plan a spring trip to see the many southern flower gardens, so we named the trip the "Azalea Trail" and worked out the details with our tour guide. Thank you, Bill and Betsy — you really picked a winner!

Last fall, we chartered a bus for a trip to New England. We had one bus load of repeat travelers signed up so early, that we required a second to hold the 88 retirees and friends who went to New England.

## 1982 travel plans

(1) We have reserved a bus for our first effort to combine Carbide employees and retirees for a fun trip to the Kentucky Derby. We cannot hold this bus exclusively for UCRA members and friends longer than **February 25**, because of demand and scarcity of motel rooms in the area. The trip will last three days, April 30-May 2, leaving Oak Ridge at 12:30 p.m. Friday and returning Sunday afternoon. The price is \$110, including everything but meals.

(2) An eight-day trip is scheduled for May 13-20 to Holland, Mich., for



This bus load of retirees and friends were among the 88 persons who made

the tulip festival, including two nights at the Grand Hotel on Mackinac Island and stops at Toronto and other Canadian areas. This trip costs \$485, and the trip outline will be mailed upon request. We are unable to use a second bus, because the Grand Hotel cannot provide space, and **our first bus is already two-thirds full**. All of our sponsored trips are on a first-come, first-served basis.

(3) A 25-day trip to Alaska is scheduled to begin August 11. The price is \$1575, including return plane fare from Spokane, Wash. We already have a number of registrants, and, again, we will not be able to use a second bus. Call our UCRA number for a copy of the trip outline. We plan to have a get-together with a fellow retiree, Ed Olszewski, who spent last summer in Alaska, to tell us about things to see and to answer questions. Watch for the date, time and place of this get-together in the next column (Feb. 4).

Reservations can be made for any of these trips by making a \$25 deposit (see trip reservation form). Money will be refunded if cancellations are made at least 30 days prior to departure date. All prices are for two people in one room; a single-room price may be obtained upon request. Be sure to list the name of your roommate, or state whether you need a roommate.

## Credits

We owe a great part of the success of UCRA to the help of many of our talented members and many of our not-yet-retired friends. We are indebted to all of you who live far away, yet continue your membership without knowing when, or if, you can come to our reunions — we would like to see you soon. We can share your letters, now that we will have a column, if you will write and tell us about yourself. And to our three new supporters — K-25, ORNL and Y-12 Credit Unions — thank you, too.

## TRIP RESERVATION

Trip selection: \_\_\_\_\_

Name: \_\_\_\_\_ R

Address: \_\_\_\_\_

\$25 deposit on reservations

Send to: UCRA, P.O. Box 3501

Make checks payable to: UCRA

## UNION CARBIDE ASSOCIATION

Membership  
576-1786

UCRA

Annual fee: \$1 per member

New member \_\_\_\_\_

Name \_\_\_\_\_

Spouse \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Telephone—Area Code \_\_\_\_\_

(Please note if applicant is widowed, line with deceased employee's facility from which retired.)

Retired from:

ORGDP \_\_\_\_\_ ORNL \_\_\_\_\_ Y-12 \_\_\_\_\_

Indicate participation preference

Golf \_\_\_\_\_

Travel \_\_\_\_\_

Other activity \_\_\_\_\_

Bowling \_\_\_\_\_

Painting \_\_\_\_\_

Suggestions: \_\_\_\_\_

Make check payable to:  
Union Carbide

Mail to:  
P.O. Box 3501  
Oak Ridge, TN 37830  
or  
P.O. Box 238  
Paducah, KY 42001





de the trip to New England last fall.

## ATION FORM

oommate: \_\_\_\_\_

Phone: \_\_\_\_\_

for trip \_\_\_\_\_

501, Oak Ridge, TN 37830  
S. Travels

## DE RETIREES ATION

Application  
786

UCRA

\$2 member and spouse

Renewal \_\_\_\_\_

e \_\_\_\_\_ Zip \_\_\_\_\_

/Number \_\_\_\_\_

ow or widower. Fill in "Spouse"  
name, year of retirement and

Paducah \_\_\_\_\_ Staff \_\_\_\_\_

Christmas party \_\_\_\_\_

Swimming \_\_\_\_\_

Bridge \_\_\_\_\_

Reunions (2/yr) \_\_\_\_\_

able to:  
Retirees Association

01  
ennessee 37830

B  
ntucky 42001

## Inhaber manages Risk Analysis

Herbert Inhaber has been named manager of a newly established Office of Risk Analysis at ORNL.

Inhaber, senior research staff member in the Health and Safety Research Division, said the role of the office will be to coordinate current and planned ORNL research and development programs on environmental and human health risks associated with energy-related technologies.

"All human endeavors involve some element of risk," Inhaber said. "Risk analysis is designed to give policy makers a scientific basis for measuring risks and determining what is acceptable."

In 1979, Inhaber published a study, "Risk with Energy from Conventional and Nonconventional Sources," which was one of the first comprehensive efforts to assess the relative risks of many nuclear and nonnuclear energy systems. The study examined the accumulated risk experience of each current energy source or supply system, from development and construction to actual production, delivery and use.

During the past year, he has headed an ORNL task force which reviewed current research needs in risk analysis and made recommendations for a coordinated Laboratory-wide program.

The Office of Risk Analysis will provide the Laboratory with central



Inhaber

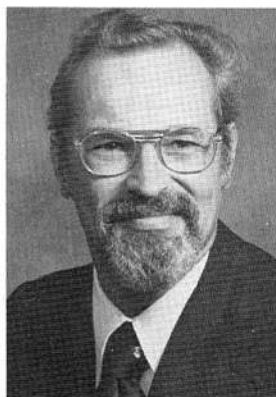
information files and data bases on risk research, identify areas for further research and assist in developing research programs. The office also will disseminate research results to ORNL staff and private and government agencies concerned with risk assessment.

Inhaber, who joined the Union Carbide staff in 1980, holds degrees in physics and mathematics from McGill University, Montreal, the University of Illinois and the University of Oklahoma. Previously, he worked with the Canadian Atomic Energy Control Board and the Canadian Federal Department of The Environment.

He is a charter member of the Society of Risk Analysis and an editor of its journal. He is also a member of the Health Physics Society, American Nuclear Society and Sigma Xi.

Inhaber lives at 28 Montclair Drive, Oak Ridge.

## Newman heads new section



Newman

The appointment of Eugene Newman to head a new isotopes section in the Operations Division at ORNL has been announced by Herman Postma, director.

The organizational change consolidates isotope production, services and sales functions previously carried out in three ORNL divisions.

The Laboratory's isotopes programs include production and distribution of enriched stable isotopes, radioisotopes and heavy elements; isotope material preparation and fabrication; research and development; and isotope distribution on a worldwide basis for research, industrial and nuclear medical applications.

Some 300 individual isotope products and services — none commercially available from the private sector — are provided to 1200 domestic and foreign customers in

the fields of education, medicine, research and commerce under these programs, which account for an annual sales volume of \$12 million.

A native of Brooklyn, N.Y., Newman received his BS in engineering physics from the Polytechnic Institute of Brooklyn and MS and PhD degrees in nuclear physics from Yale University. He joined Union Carbide in 1952 and has worked in the former Electronuclear Division, Physics Division, Office of Program Planning and Analysis and the Neutron Physics Division at ORNL. Most recently he has been a section head in the Chemical Technology Division, responsible for stable isotope programs.

Reporting to Newman as part of the new section are: the radioisotope group under Eugene Lamb; stable isotope enrichment under Joseph G. Tracy; and the isotope research materials laboratory under Edward H. Kobisk.

He is a member of the American Physical Society and the American Nuclear Society. His community activities included service as president of the Oak Ridge Civic Ballet Association from 1972 to 1975.

Newman and his wife, the former Joan Crosby, live at 100 Monticello Road, Oak Ridge. They have two children.

## Question Box

### Why can't salaries be discussed?

QUESTION: Why does ORGDP management always tell employees not to discuss salaries? Seems to me they are violating federal labor law.

ANSWER: Individual salary information is a confidential matter between the employee and the Company. Changes in salary are directly related to an individual's contribution to his/her own job and are not dependent on the performance of other employees. Thus, conversations between employees concerning their respective salary situations can create unnecessary misunderstandings. Individual salary matters should be discussed with your supervision and/or your facility's Salary Administrator to better understand the salary program as it relates to a personal situation.

Confidentiality of individual salary information is common in industry and it does not violate any federal laws.

### Complaint program

QUESTION: I am a weekly paid employee. May I use the Salaried Employee Complaint Program; and, if so, can I select any one of the counselors?

ANSWER: The program is available to both weekly and monthly salaried employees. Through this program, any member of the salaried community can offer a suggestion, register a complaint or make a comment with assurance that each one will receive full consideration. You may contact any one of the employees designated as salaried employee counselors and whose picture, work location and phone number are posted on the official/administrative bulletin boards in your work location. The counselors are also identified in the booklet, *The "Links" of Communication*, which was mailed recently to all salaried employees.

### Check stub blocks

QUESTION: Since our checks are calculated and printed by computer, would it be possible to add blocks to the check stubs indicating year-to-date dollar amounts for categories such as salary, FICA tax, savings plan, etc.?

ANSWER: This question has been raised several times. As a result of a further review, a decision has been reached to add year-to-date information on check stubs for gross pay, federal tax withheld and FICA tax as of January 1, 1982.

Showing year-to-date information for savings plan, union dues, United Way and other items would require considerably more time and effort than could be justified.



## Bowling alley notes...

### Carbide Wednesday...

The Sues Sooners jumped into the lead of the Carbide Wednesday Bowling League recently, over the Remkeys. Bill DeRieux, Cellar Dwellers, hit his stride, rolling a 699 series and Terry Tiegs rolled a 289 single game, both handicap counts. Dan Chamblee recently posted a 238 single scratch game for the Protectors; and the Longshots' Johnny Johnson pushed a 601 scratch series through.

### Y-12 Classic...

The Ridgers have a two-point lead over the Fes-Kids in the Y-12 Classic League. Buford Rea's 288 single still stands high; as does Billy Patrick's 727 series. Rea's 726 series is second high; and Jim Sharp's 719 is third. John Towle recently rolled a 685 series; Dick Herron a 672, both in handicap counting. Bill Briscoe's 271 single and Dave Medovich's 246 single were high in that category.

### UCC Mixed...

The Squeakers (Adria and Dave Herrmann, Hal and Terry Clift) won the first half of the UCC Mixed League, a mere point ahead of the No Names. Carolyn Cook's 700 series stood high all during the first half; as did Dave Mosley's 703. In singles it was Mosley with 272; Ellen Queener with 260.

The second half began last night.

### Family Mixed...

Recent high rollers in the Carbide Family Mixed League were Edith Duckworth, 210, 242 singles...Chris Scott, 196, 251 singles. In series it was Scott again with 641; Tillie Plaza with 589, 682 series. Earlier it was Leon Hurd, 217, 253, in singles...Hurd again in series with 526, 634. Judy Turner posted a 630 handicap series.

### ORNL A...

Elwood's Chargers are still in command in the ORNL A Bowling League, out in front of the Limits team. Recently, weekly highs went to Jerry West with a 686 series and to Phil McCulley with a 258 single. Team highs went to the Hal Frames, rolling a big 3113. Later, Joe Sawicki rolled a 678 handicap series; McCulley returned to the high scoring circle with a 255 handicap game.

### Monday Mixed...

The Go-Getters seem to hold a steady lead in the UCC Monday Mixed Bowling League, outpacing the Pacesetters by a mere two points. J. Goodman's 614 scratch series still stands, and Dean Treadway is second with 601. On the women's side it's C. Womack, 627; M. Johnson, 543. In handicap scoring, W. Dulane has an even 700 series; A. Reed a 643.

### K-25 Tuesday...

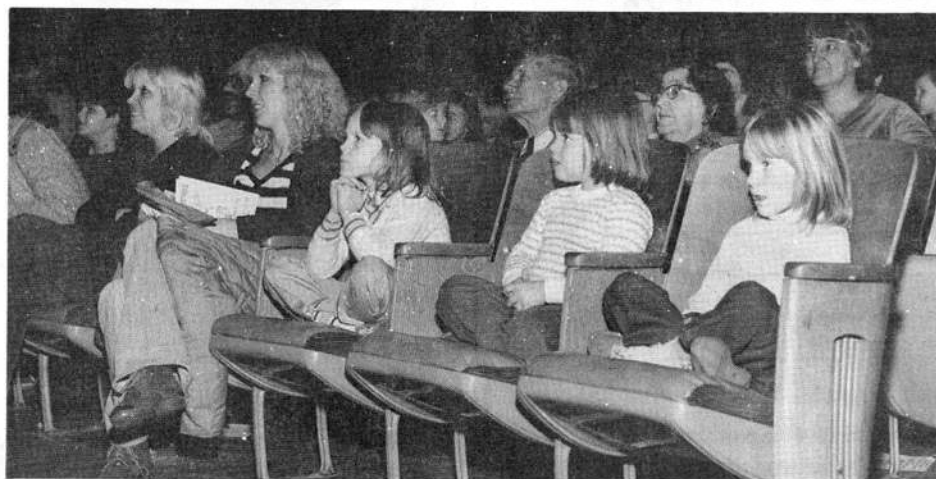
The Fearless Five gained an 18-point lead in the K-25 Tuesday bowling circles, ahead of the Atoms. The Roadrunners piled up a 3154 series in handicap scoring; while the Mishaps put an even 1111 up for a single game. Lynn Hart was back to his old form, rolling a 234 scratch single; a 591 series. R. D. Lively rolled a 249 handicap single that week.

### Y-12 C...

The perennial high-stepping Badgers still keep a lead in the Y-12 C Bowling set, miles ahead of the Sunflowers. The league-leaders keep a single high, 1122 handicap; while the Sunflowers have a high series on the boards, 3154. In individual scoring it is Philip Manos with a 718 series; Jeff Stevens with a 282 single.

## Ghosts of Christmas (just) past

Scenes from Oak Ridge's Carbide Christmas parties



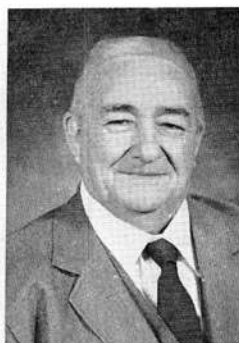
**INDUSTRY DAY DISPLAY** — Anne Erwin and Dave Taylor, from the Paducah Plant, represented Union Carbide recently at the 1981 Missouri Industry Day at the University of Missouri-Rolla. Their display outlined the nuclear fuel cycle and also featured the variety of careers available in the Nuclear Division.



# Recent Retirements



**William L. Hylton**  
Plant and Equipment  
ORNL  
32 years service



**William S. Sams**  
Plant and Equipment  
ORNL  
33 years service



**John W. Lawson**  
Instrumentation and  
Controls  
ORNL  
18 years service



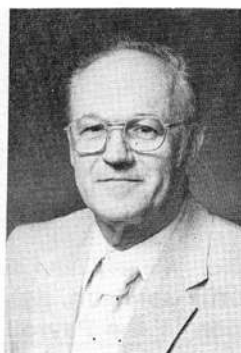
**Gus Hatcher**  
Plant and Equipment  
ORNL  
31 years service



**Roy L. Leinart**  
Plant and Equipment  
ORNL  
28 years service



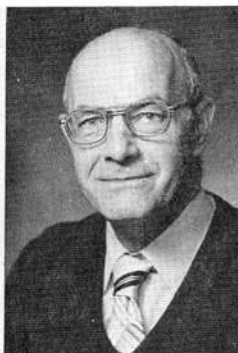
**Newton L. Waters**  
Stores Department  
Y-12  
34 years



**William E. Underwood**  
Special Services  
Y-12  
26 years service



**J. R. Harris**  
Utilities  
Y-12  
30 years service



**Claude Rittenberry**  
Utilities  
Y-12  
27 years service



**Howard Loveday**  
Stores Department  
Y-12  
30 years service



**Kenneth E. Lewis**  
Weld Inspection  
Y-12  
29 years service



**Ezra Ballard**  
Building and Grounds  
Y-12  
31 years service



**John Sewell**  
Equipment Services  
Y-12  
35 years service



**Sherwood G. Greene**  
Plant Laboratory  
Y-12  
27 years service



**William E. Belvin**  
Dispatching  
Y-12  
32 years service



**Lawrence E. Christopher**  
Special Services  
Y-12  
31 years service



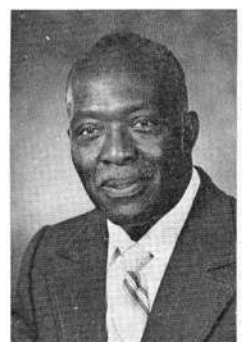
**Hugh M. Jeffreys**  
Weld Inspection  
Y-12  
28 years service



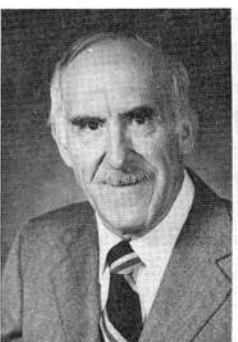
**John B. Shepard**  
Special Services  
Y-12  
30 years service



**Manuel H. Clayton**  
General Shop  
Y-12  
35 years service



**George Reed**  
Plant and Equipment  
ORNL  
35 years service



**Herman H. Marshall**  
Plant and Equipment  
ORNL  
26 years service



**Ladislav J. Misk**  
Plant and Equipment  
ORNL  
13 years service



**Chester Merrifield**  
Plant and Equipment  
ORNL  
36 years service



**Clair J. Collins**  
Chemistry  
ORNL  
35 years service



**John M. Saylor**  
Plant and Equipment  
ORNL  
19 years service



**James M. Schreyer**  
Energy  
ORNL  
30 years service



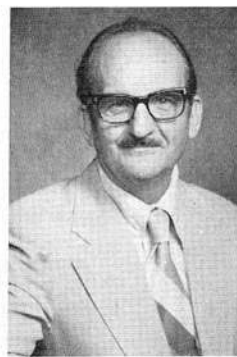
**J. P. Wheeler**  
Alpha 5 Processing  
Y-12  
37 years service



**John M. Holmes**  
Engineering Technology  
ORNL  
24 years service



**Robert M. Geary**  
General Shops  
Y-12  
21 years service



**Mack S. Baker**  
General Shops  
Y-12  
30 years service



**Roy C. Crawford**  
General Can  
Fabrication Shop  
Y-12  
30 years service



**Hubert B. Presley**  
Quality Evaluation  
Y-12  
20 years service



**Ray P. Walker**  
A-Wing Shop  
Y-12  
34 years service



# Payment of taxes is year-round job for Payroll Department

After decorations are put away, stockings are emptied and holiday guests have left, many of us begin looking forward — either with dread or anticipation — to the annual income-tax-filing period.

Some employees fill out the forms and mail them as soon as they have received the W-2 statement listing their total earnings and deductions for the year. Some will send theirs in a little later, after gathering other pertinent information. And there are others who will wait until midnight on April 15 before mailing theirs — usually with an additional tax payment enclosed.

But have you ever wondered what happens to the money that is deducted from your check between January and December? Who draws interest on it? Does someone in the Corporate Office wait until the end of the year and write one big check to "Uncle Sam" for everybody's taxes?

## Year-round job

Well, contrary to what this writer thought, employers, like Union Carbide, may be required to pay Federal taxes as often as eight times a month, depending on the number of pay periods they have. There is no time for interest to accumulate.

The paying of Nuclear Division employees' Federal and state taxes is a complex, year-round job administered by staff of the General Accounting Division's Payroll Department at ORGDP.

Both income and Social Security (F.I.C.A.) taxes are automatically deducted from employees' payroll checks, unless other arrangements have been made. The amount deducted is determined by the individual's salary and the number of dependents he or she claims.

Although the government's schedule contains eight reporting periods, the Nuclear Division usually reports no more than seven times per month. Taxes that have been collected from

employees are deposited in the bank, along with the Company's F.I.C.A. tax contribution. They are then transmitted to the Federal Reserve. A validated statement of the deposit is sent to Union Carbide Headquarters on a monthly basis.

## Taxes on tape

The Nuclear Division keeps a magnetic-tape record of all earnings, deductions and payments made to the government. At the end of the year, the "books are balanced" and the tape is sent to the Corporate Office, which, in turn, files it with the appropriate government tax agency.

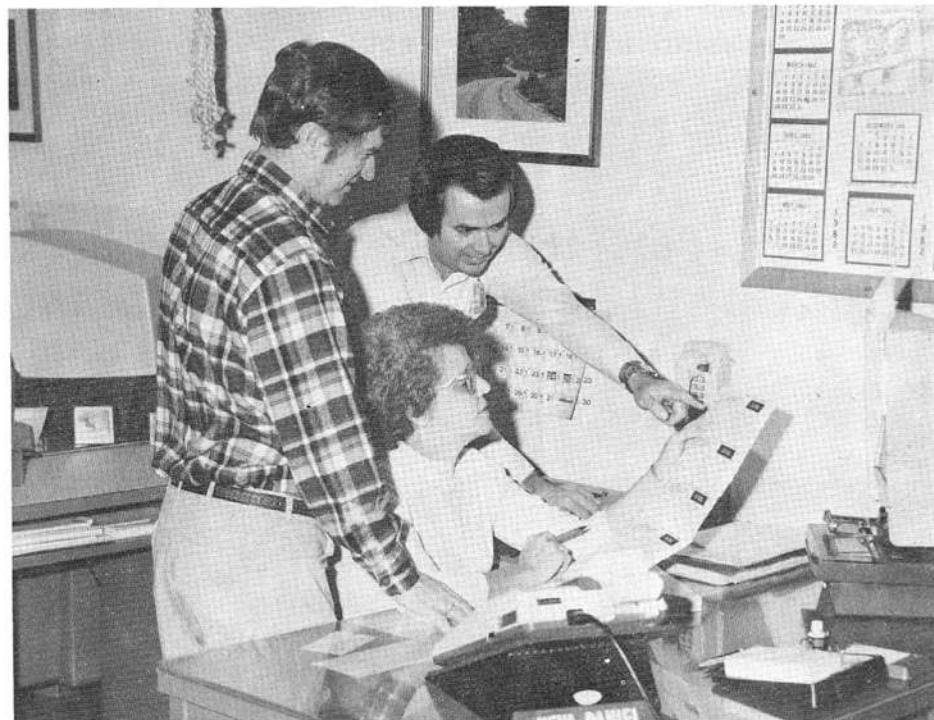
In addition to Federal Income, Social Security and State Income taxes, the Company also pays employees' Federal and state unemployment taxes, usually on a quarterly basis.

This sounds simple enough, but there are many occurrences during the year which keep the process complex. The main one can be attributed to changes that are made, both by employees and the Company.

According to John Shumpert, section head, Payroll, Personal Data and Financial Services, a separate account is maintained for each employee. This account includes the employee's year-to-date earnings and tax deductions, as well as other payroll-related information. It is balanced every week for nonexempt (hourly and weekly) and each month for exempt (monthly) employees. (Beginning in January, year-to-date gross earnings, F.I.C.A. and Federal taxes withheld will appear on individual payroll check stubs.)

## Many W-4 changes

"Since the entire operation is automated, any adjustment or change has to be updated. In 1981, we estimate that Nuclear Division employees made 4,000 changes to their W-4 forms alone," Shumpert said. The W-4 form, or "Employee's



**EXAMINE THE FORMS** — Curtis Johnson, right, head of the payroll taxes and savings bonds section in the Payroll Department, checks features of the 1981 W-2 forms with Larry Jannen and Neva Daniel.

Withholding Allowance Certificate," is used to change the number of dependents claimed, thus increasing or decreasing the amount of tax deducted from the payroll check. The number of W-4 changes may double in 1982 because of the new allowances for IRA's (Individual Retirement Accounts).

Nuclear Division Payroll issues from 50,000 to 60,000 checks each month, and deducts and pays annually an estimated \$135 million for employees' income and Social Security taxes.

Another problem is that employees sometimes fail to recognize the importance of keeping their home addresses current by sending the "Address and Telephone Data" form (UCN-4488) to Payroll as soon as

they know of a change. As a result, it is anticipated that 300 to 400 of the W-2 forms mailed out this month will be returned due to incorrect addresses.

If filled out properly, form UCN-4488 will update the master mailing list for all items mailed to an employee's home, including the *Nuclear Division News*, benefit plans booklets, *Union Carbide World*, and correspondence from management, as well as payroll checks and stubs.

Although paying taxes is a year-round activity in the Payroll Department, this time of year is one of the busiest. The staff worked December 31 to close out and balance the books, and during the week of January 11 they will be mailing out about 22,000 W-2 forms.

## Safety Scoreboard

Time worked without a lost-time accident through December 30:

Y-12 Plant .....	42 Days	1,346,000 Employee-Hours
ORGDP .....	301 Days	5,355,163 Employee-Hours
ORNL .....	599 Days	14,035,331 Employee-Hours
Paducah .....	519 Days	4,622,000 Employee-Hours

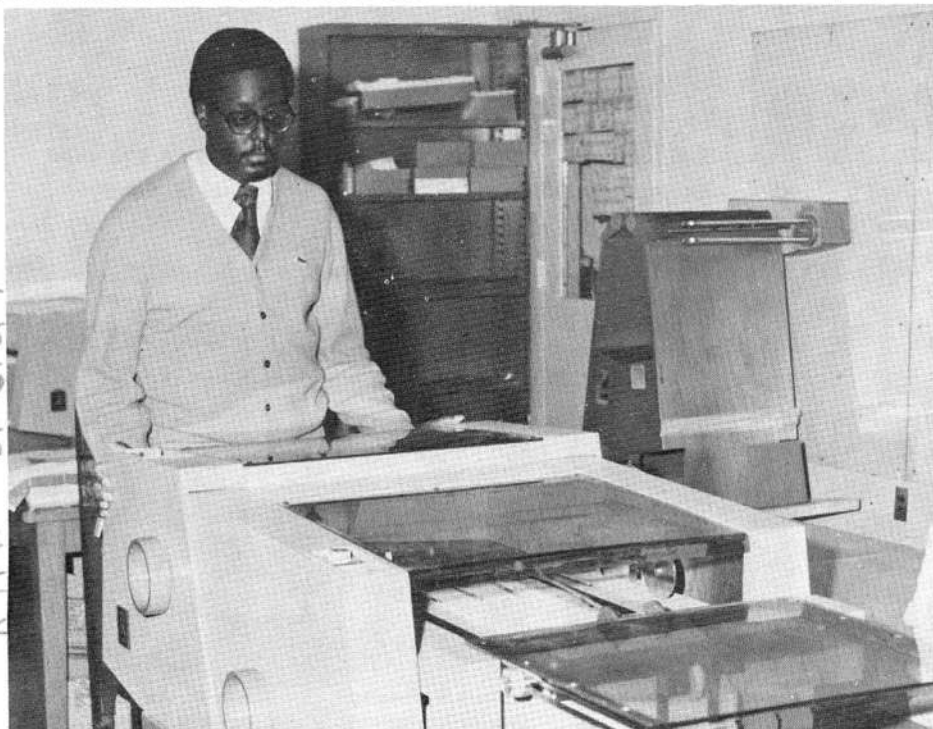
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CARBIDE

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ADDRESS CORRECTION REQUESTED



**AUTOMATIC SEPARATION** — The "Bursting" machine that separates the sheet of W-2 forms into individual stacks, is operated by Lloyd Jones, an electronic data processing aide.